

2013 CITY OF COLUMBIA CLASSIFICATION AND COMPENSATION STUDY SURVEY SOURCES FOR COMPENSATION DATA

The City's consultant, CBIZ Human Capital Services, has provided participant lists for the survey sources used for our market compensation analysis. This data represents a combination of published compensation surveys that are subject to copyright laws and proprietary survey data. As a result, the consultant has limitations related to the provision of raw data reported in any single survey.

There are a few points to consider as you review the information:

1. Listing as a participant does not necessarily mean the entity is reflected in the data collected for any particular position. Because the consultant considered the various market characteristics provided at the start of the study (i.e., industry, location, and size) for the positions, certain participants may have been excluded. The City provided the consultant a list of past survey participants. Department heads were asked to provide information regarding the types of organizations from which employees are recruited and to which they are lost; feedback on comparable organizations were described in terms of organization size, industry, and geographic area. Similar scope information was collected from the City's focus group participants, although the questions were phrased on a more individual basis. That is, employees were asked to identify previous employers (assuming they had been in similar positions in the past) and where they might work were they to leave the City. The City's insights allowed the consultant to identify relevant market data and to differentiate among jobs, levels, and departments for which different comparable organizations were reported.
2. Because ERI is a database, it is much more efficient to provide a list of the surveys reflected in the database as opposed to the participants in each individual survey.
3. URISA does not track survey participants by entity name, only industry. As a result, the attached is a breakdown of survey participation by industry. Because it is an association survey, URISA seeks direct input from individual members.